



**THOMAS L. GARTHWAITE, M.D.**  
Director and Chief Medical Officer

**FRED LEAF**  
Chief Operating Officer

COUNTY OF LOS ANGELES  
DEPARTMENT OF HEALTH SERVICES  
313 N. Figueroa, Los Angeles, CA 90012  
(213) 240-8101

BOARD OF SUPERVISORS

**Gloria Molina**  
First District

**Yvonne Brathwaite Burke**  
Second District


**Zev Yaroslavsky**  
Third District

**Don Knabe**  
Fourth District

**Michael D. Antonovich**  
Fifth District

April 1, 2005

TO: Each Supervisor

FROM: Thomas L. Garthwaite, M.D.   
Director and Chief Medical Officer

SUBJECT: **REGISTERED NURSE NEW HIRES/TERMINITIONS AND REGISTRY  
ACTIVITY**

This is in response to Supervisor Molina's request at the January 18, 2005 Board meeting that the Department of Health Services (DHS) provide on a quarterly basis the following information regarding nurse recruitment and retention across the system:

- Number of nurses recruited
- Number of nurses resigned or left County service
- Number of nursing vacancies
- Number of contracted Nurses for the periods January-March, April-June, July-August 2004
- The reasons people are declining DHS employment or are leaving DHS

As of January 31, 2005, the Department had 5357 Registered Nurses on staff, and 655.7 budgeted vacancies.

Attached for your review are two reports summarizing the number of Registered Nurses who were hired and terminated during the period January 1 – December 31, 2004, as well as a report identifying the number of Registered Nurses used through contract registries during the period January 1 – September 30, 2004.

Please note that the Department's nurse recruiters have been asked to begin monitoring the reasons people are declining DHS employment or are leaving DHS, and this information will be provided in the January – March 2005 quarterly report.

Please let me know if you have any questions or need additional information.

TLG:mf  
501:010

Attachments

c: Chief Administrative Office  
County Counsel  
Executive Officer, Board of Supervisors  
Department of Human Resources

**DEPARTMENT OF HEALTH SERVICES**  
**2004 Incomings and Terminations**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Row Totals
--	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------------

**DHS - OVERALL TOTALS**

Incomings	38	40	51	38	41	45	40	52	46	48	26	28	493
Terminations	29	29	86	31	55	43	39	50	42	36	28	41	509

**110 - Health Services Administration**

Incomings	1	1	0	0	1	0	0	1	1	1	0	0	6
Terminations	0	0	0	0	1	1	0	0	0	0	0	0	2

**120 - Office of Managed Care**

Incomings	0	0	0	0	0	0	1	0	0	0	0	0	1
Terminations	0	0	0	0	0	1	0	1	0	0	0	0	2

**130 - High Desert Healthcare System**

Incomings	0	0	0	0	0	0	0	3	1	0	2	1	7
Terminations	1	0	1	1	2	1	1	0	0	2	1	2	12

**160 - LAC+USC Healthcare Network**

Incomings	13	16	20	17	15	12	13	11	27	12	8	4	168
Terminations	11	11	26	8	21	18	14	20	12	14	17	16	188

**161 - Northeast CHC/Health Centers**

Incomings	0	0	0	0	1	1	0	1	0	2	0	0	5
Terminations	3	1	1	0	0	0	0	2	1	0	1	0	9

**200 - Harbor/UCLA Medical Center**

Incomings	10	3	11	8	14	20	13	8	9	11	5	16	128
Terminations	5	5	20	8	16	6	8	8	10	5	4	5	100

**DEPARTMENT OF HEALTH SERVICES**  
2004 Incomings and Terminations

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Row Totals
--	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------------

**201 - Long Beach CHC/Coastal Health Centers**

Incomings	0	0	2	1	0	0	1	1	0	2	0	1	8
Terminations	0	0	1	1	0	1	0	1	1	1	0	0	6

**225 - King/Drew Medical Center**

Incomings	3	5	4	4	2	2	1	4	3	1	0	2	31
Terminations	5	2	12	6	4	3	5	3	7	7	2	8	64

**226 - Southwest CHC/Health Centers**

Incomings	0	1	0	1	0	0	0	0	0	0	0	0	2
Terminations	0	0	3	0	0	0	0	0	0	0	0	0	3

**240 - ValleyCare Olive View/UCLA Medical Center**

Incomings	4	2	4	3	5	4	5	9	3	8	3	2	52
Terminations	1	6	5	0	4	1	3	5	4	4	1	7	41

**241 - Mid Valley CHC/Health Centers**

Incomings	0	1	2	0	0	1	2	0	1	2	1	0	10
Terminations	0	0	1	1	0	0	0	1	1	0	0	0	4

**250 - Children's Medical Services**

Incomings	1	0	0	0	0	0	0	0	0	4	1	0	6
Terminations	0	0	1	0	1	2	1	2	0	0	0	1	8

**260 - Rancho Los Amigos National Rehabilitation Center**

Incomings	3	2	4	2	2	4	0	3	0	2	3	1	26
Terminations	1	2	5	1	4	3	1	2	1	3	0	1	24

**DEPARTMENT OF HEALTH SERVICES**  
**2004 Incomings and Terminations**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Row Totals
--	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------------

**280 - Antelope Valley Rehabilitation Center**

Incomings	0	0	0	0	0	0	0	0	0	0	0	0	0
Terminations	0	0	0	0	0	0	0	0	0	0	0	0	0

**290 - Juvenile Court Health Services**

Incomings	2	0	0	1	0	0	1	1	0	2	0	0	7
Terminations	2	0	2	1	0	1	1	0	2	0	1	0	10

**295 - Public Health**

Incomings	1	9	4	1	1	1	3	9	0	0	3	1	33
Terminations	0	2	8	4	2	5	5	5	3	0	1	1	36

**296 - AIDS Program**

Incomings	0	0	0	0	0	0	0	1	1	1	0	0	3
Terminations	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: Incomings include New Hires, Rehires, Reinstatements, Transfers from Non-DHS Departments, and Employee Change of Statuses from Non-RN Positions. Terminations include Outgoings and Transfers to Non-DHS Departments

# NURSING REGISTRY 2004

FACILITY	CONTRACTOR	NUMBER OF EMPLOYEES	COUNTY CLASSIFICATION	ITEM#	HOURS WORKED	AMOUNT PAID
<b>JANUARY - MARCH</b>						
ing/Drew	Reliable Healthcare Services	3	Nursing Attendant I	5098	1315.50	\$26,310.00
ing/Drew	Reliable Healthcare Services	1	Staff Nurse	5335	380.50	\$13,317.50
ive View	United Anesthesia Associates, Inc	1	Clinic Nursing Attendant I	5087	207.00	\$18,940.00
ive View	Sharp Nurses, Inc	20	Clinic Nursing Attendant I	5087	3167.25	\$53,832.00
ive View	Reliable Healthcare Services	1	Clinic Nursing Attendant I	5087	15.80	\$220.50
ive View	Professional Staffing	6	Relief Nurse	5261	252.00	\$135,451.00
ive View	Professional Staffing	33	Clinic Nursing Attendant I	5087	1360.40	\$71,181.50
ive View	Procure One Nurses	1	Clinic Nursing Attendant I	5087	80.00	\$1,441.00
ive View	Nursefinders	1	Clinic Nursing Attendant I	5087	94.30	\$1,555.13
ive View	Nurse Connections	1	Clinic Nursing Attendant I	5087	8.00	\$128.00
ive View	Mediscan Nursing	3	Relief Nurse	5261	47.00	\$1,374.00
ive View	Mediscan Nursing	7	Clinic Nursing Attendant I	5087	1444.60	\$25,836.00
ive View	Mediscan Nursing	1	Licensed Vocational Nurse I	5104	68.00	\$1,836.00
ive View	HRN Services	1	Clinic Nursing Attendant I	5087	23.50	\$399.50
ive View	HRN Services	1	Relief Nurse	5261	369.30	\$15,877.75
ive View	Hemodialysis, Inc	5	Clinic Nursing Attendant I	5087	cost per procedure	\$77,375.00
ive View	Haemo Stat	6	Clinic Nursing Attendant I	5087	cost per procedure	\$50,250.00
ive View	Associated Health Professionals, Inc	1	Clinic Nursing Attendant I	5087	32.00	\$576.00
incho	Anesthetists of Los Angeles	2	Nurse Anesthetist II	5172	273.30	\$21,699.80
incho	United Anesthesia Associates, Inc	2	Nurse Anesthetist II	5172	82.00	\$6,560.00
incho	Haemo Stat	4	Critical Care Nurse	5342	40.00	\$19,500.00
incho	Haemo Stat	4	Staff Nurse	5335	22.00	\$10,750.00
		105				\$554,410.68

# NURSING REGISTRY 2004

FACILITY	CONTRACTOR	NUMBER OF EMPLOYEES	COUNTY CLASSIFICATION	ITEM#	HOURS WORKED	AMOUNT PAID
APRIL - JUNE						
High Desert	Professional Staffing	1	Nursing Attendant I	5098	176	\$3,033.36
High Desert	Professional Staffing	1	Staff Nurse	5335	158	\$5,578.00
AC+USC	AMN Health Care	2	Critical Care Nurse	5342	271.75	\$17,742.50
AC+USC	AMN Health Care	1	Staff Nurse	5335	193.63	\$10,649.38
AC+USC	Associated Health Professionals, Inc	93	Clinic Nursing Attendant I	5087	25355.75	\$578,519.89
AC+USC	Associated Health Professionals, Inc	9	Clinic LVN I	5090	2615	\$85,782.44
AC+USC	Associated Health Professionals, Inc	1	Staff Nurse	5335	47.5	\$2,707.50
AC+USC	Nurse Connections	142	Clinic Nursing Attendant I	5087	40419.75	\$646,716.00
AC+USC	Nurse Connections	1	Critical Care Nurse	5342	24	\$1,104.00
AC+USC	Nursefinders	1	Clinic LVN I	5090	356	\$9,612.00
AC+USC	Nursefinders	2	Clinic Nursing Attendant I	5087	306	\$5,049.00
AC+USC	Nurse Provider	1*	Critical Care Nurse	5342	221.35	\$8,355.96
AC+USC	Sharp Nurses, Inc	1*	Clinic Nursing Attendant I	5087	31737.6	\$571,276.80
AC+USC	Stat Nurses International	1	Critical Care Nurse	5342	56	\$3,528.00
AC+USC	United Staffing Solutions	1*	Clinic Nursing Attendant I	5087	5179	\$124,296.00
AC+USC	United Staffing Solutions	1*	Critical Care Nurse	5342	2882	\$121,044.00
AC+USC	United Anesthesia Associates, Inc	1*	Nurse Anesthetist II	5172	528	\$42,240.00
AC+USC (Juvenile Court)	Associated Health Professionals, Inc	2	Staff Nurse	5335	296	\$16,872.00
AC+USC (Juvenile Court)	Professional Staffing	4	Clinic Nurse I	5327	1104	\$58,512.00
AC+USC (Juvenile Court)	Reliable Healthcare Services	4	Clinic Nurse I	5327	304.75	\$15,847.00
AC+USC (Juvenile Court)	United Nursing International	1	Clinic Nurse I	5327	208	\$11,024.00
ing/Drew	Reliable Healthcare Services	3	Nursing Attendant I	5098	1421.8	\$28,435.00
ing/Drew	Reliable Healthcare Services	1	Staff Nurse	5335	511.5	\$17,902.50
ing/Drew	Nurse Connections	3	Clinic Nurse I	5327	143.7	\$5,316.90
ing/Drew	Associated Health Professionals, Inc	2	LVN I	5104	23	\$891.25
live View	United Anesthesia Associates, Inc	1	Clinic Nursing Attendant I	5087	220	\$19,760.00
live View	Specialists Temp Personnel	30	Clinic Nursing Attendant I	5087	9002.85	\$160,214.38
live View	Stat Nurses International	5	Relief Nurse	5261	852.5	\$55,249.42
live View	Sharp Nurses	15	Clinic Nursing Attendant I	5087	2112.45	\$42,370.23
live View	Professional Staffing	5	Relief Nurse	5261	420.5	\$23,758.00
live View	Professional Staffing	42	Clinic Nursing Attendant I	5087	4793.7	\$92,898.15
live View	Procure One Nurses	1	Clinic Nursing Attendant I	5087	108	\$1,944.00
live View	Nursefinders	2	Clinic Nursing Attendant I	5087	140.1	\$2,369.81

# NURSING REGISTRY 2004

FACILITY	CONTRACTOR	NUMBER OF EMPLOYEES	COUNTY CLASSIFICATION	ITEM#	HOURS WORKED	AMOUNT PAID
Olive View	Nurse Connections	2	Clinic Nursing Attendant I	5087	71.3	\$1,140.00
Olive View	Med-Staff Inc	2	Relief Nurse	5261	199.8	\$12,444.13
Olive View	Mediscan Nursing	1	Relief Nurse	5261	24	\$1,548.00
Olive View	Mediscan Nursing	8	Clinic Nursing Attendant I	5087	1935.3	\$26,218.50
Olive View	HRN Services	3	Relief Nurse	5261	390.6	\$20,672.75
Olive View	Hemodialysis, Inc	5	Clinic Nursing Attendant I	5087	cost per procedure	\$91,500.00
Olive View	Haemo Stat	6	Clinic Nursing Attendant I	5087	cost per procedure	\$53,500.00
Olive View	Fastaff, Inc	1	Relief Nurse	5261	143.8	\$12,903.44
Olive View	AMN Health Care	6	Relief Nurse	5261	2258	\$104,322.00
Rancho	Anesthetists of Los Angeles	2	Nurse Anesthetist II	5172	359.5	\$28,678.00
Rancho	Haemo Stat	1	Staff Nurse	5335	cost per procedure	\$2,000.00
Rancho	Haemo Stat	2	Critical Care Nurse	5342	cost per procedure	\$16,750.00
Rancho	United Anesthesia	2	Nurse Anesthetist II	5172	170	\$12,960.00
		162				\$3,175,236.29

Individual names not listed, listed as "various" on report.

# NURSING REGISTRY 2004

FACILITY	CONTRACTOR	NUMBER OF EMPLOYEES	COUNTY CLASSIFICATION	ITEM#	HOURS WORKED	AMOUNT PAID
JULY - SEPTEMBER						
High Desert	Professional Staffing	1	Nursing Attendant I	5098	132.00	\$2,300.76
High Desert	Professional Staffing	1	Staff Nurse	5335	285.10	\$10,849.75
AC+USC	Associated Health Professionals, Inc	76	Clinic Nursing Attendant I	5087	19980.80	\$488,994.00
AC+USC	Nurse Connections	154	Clinic Nursing Attendant I	5087	29237.50	\$467,488.00
AC+USC	Sharp Nurses	80	Clinic Nursing Attendant I	5087	21869.50	\$393,651.00
AC+USC (Roybal CHC)	Associated Health Professionals, Inc	1	Clinic LVN I	5090	454.00	\$17,992.50
AC+USC (Roybal CHC)	Associated Health Professionals, Inc	1	Clinic Nursing Attendant I	5087	393.00	\$9,412.35
AC+USC (Hudson CHC)	Associated Health Professionals, Inc	4	Clinic Nursing Attendant I	5087	1241.75	\$20,351.50
AC+USC (Hudson CHC)	Associated Health Professionals, Inc	5	Clinic LVN I	5090	804.00	\$23,316.00
AC+USC (Hudson CHC)	Associated Health Professionals, Inc	1	Clinic Nurse I	5327	16.00	\$912.00
AC+USC (Hudson CHC)	Associated Health Professionals, Inc	1	Registered Nurse	0	87.50	\$4,987.50
AC+USC (Hudson CHC)	Nursefinders	1	Clinic LVN I	5090	8.00	\$216.00
AC+USC (Hudson CHC)	Nursefinders	3	Clinic Nursing Attendant I	5087	497.75	\$9,704.00
AC+USC (Juvenile Court)	Associated Health Professionals, Inc	3	Clinic LVN I	5090	425.75	\$17,561.75
AC+USC (Juvenile Court)	Professional Staffing	3	Clinic Nurse I	5327	802.00	\$28,088.00
ing/Drew	Reliable Healthcare Services	5	Nursing Attendant I	5098	1371.00	\$32,282.90
ing/Drew	Reliable Healthcare Services	1	Staff Nurse	5335	290.00	\$15,216.50
ing/Drew (Hubert Humphrey)	Nurse Connections	5	Clinic LVN I	5090	155.30	\$6,073.87
ing/Drew (Hubert Humphrey)	Nurse Connections	1	Clinic Nurse I	5327	228.50	\$11,518.88
live View	United Anesthesia Associates, Inc	3	Clinic Nursing Attendant I	5087	95.30	\$2,481.25
live View	United Anesthesia Associates, Inc	1	Clinic Nursing Attendant I	5087	336.00	\$30,240.00
live View	Specialists Temp Personnel	26	Clinic Nursing Attendant I	5087	6712.25	\$129,814.10
live View	Stat Nurses International	12	Relief Nurse	5261	1770.90	\$113,839.07
live View	SOS Nurses Service	2	Relief Nurse	5261	264.50	\$17,432.00
live View	Sharp Nurses	10	Clinic Nursing Attendant I	5087	1493.45	\$30,060.00
live View	Professional Staffing	7	Relief Nurse	5261	439.00	\$20,360.50
live View	Professional Staffing	45	Clinic Nursing Attendant I	5087	2719.05	\$65,814.89
live View	Procure One Nurses	1	Clinic Nursing Attendant I	5087	108.00	\$1,944.00
live View	On Assignment	1	Clinic Nursing Attendant I	5087	323.30	\$27,148.75
live View	Nursefinders	2	Relief Nurse	5261	140.10	\$2,369.81
live View	Nurse Connections	1	Relief Nurse	5261	59.30	\$4,151.88
live View	Nurse Connections	8	Clinic Nursing Attendant I	5087	424.00	\$9,831.00
live View	Med-Staff Inc	1	Clinic Nursing Attendant I	5087	8.00	\$196.00



# NURSING REGISTRY 2004

FACILITY	CONTRACTOR	NUMBER OF EMPLOYEES	COUNTY CLASSIFICATION	ITEM#	HOURS WORKED	AMOUNT PAID
Olive View	Med-Staff Inc	2	Licensed Vocational Nurse I	5104	155.00	\$6,597.00
Olive View	Medi-Lend	2	Relief Nurse	5261	579.00	\$44,858.50
Olive View	Med-Staff Inc	4	Relief Nurse	5261	172.00	\$11,986.00
Olive View	Mediscan Nursing	2	Relief Nurse	5261	167.80	\$10,696.63
Olive View	Mediscan Nursing	7	Clinic Nursing Attendant I	5087	1586.50	\$35,728.00
Olive View	HRN Services	3	Clinic Nursing Attendant I	5087	28.00	\$720.00
Olive View	HRN Services	6	Relief Nurse	5261	376.30	\$26,083.00
Olive View	Hemodialysis, Inc	7	Clinic Nursing Attendant I	5087	cost per procedure	\$49,450.00
Olive View	Haemo Stat	6	Clinic Nursing Attendant I	5087	cost per procedure	\$53,500.00
Olive View	Fastaff, Inc	3	Relief Nurse	5261	143.80	\$12,903.44
Olive View	Associated Health Professionals, Inc	2	Clinic Nursing Attendant I	5087	28.00	\$718.48
Olive View	AMN Health Care	10	Relief Nurse	5261	1962.80	\$90,955.25
Rancho	Anesthetists of Los Angeles	2	Nurse Anesthetist II	5172	143.75	\$11,429.40
Rancho	United Anesthesia	1	Nurse Anesthetist II	5172	143.25	\$11,460.00
Rancho	Haemo Stat	3	Critical Care Nurse	5342	43.00	\$21,500.00
Rancho	Haemo Stat	3	Staff Nurse	5335	7.00	\$3,750.00
Rancho	On Assignment	1	Critical Care Nurse	5342	97.00	\$7,178.00
Rancho	On Assignment	3	Staff Nurse	5335	88.00	\$6,512.00
Rancho	Cross Country	1	Critical Care Nurse	5342	120.00	\$6,480.00
Rancho	Cross Country	1	Staff Nurse	5335	152.25	\$8,228.25
Rancho	Med-Staff Inc	1	Staff Nurse	5335	96.00	\$6,096.00
		537				\$2,443,430.46